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28 May 1980

MEMORANDUM FOR: Director, Personnel Policy, Planning, and Management

FROM: Director of Central Intelligence

SUBJECT: SIS Promotions

1. Thanks for another helpful memo on the SIS promotion area. My decisions on this are as follows:

b. The promotion rates shown in Table 3 are all right. I wonder, however, if we should be careful not to increase the rate in '81 in any case over that of '80 since the rates in '82 and '83 are all pretty much at or below FY 80. I leave it to you to take a look at whether it wouldn't be better to stay at something closer to the FY 80 levels of promotion in '81 so as not to have the surge here which you very skillfully avoided in the previous submission.

2. As far as making more openings for GS-13-15's, it seems to me that as long as we have unused promotion potential in the SIS area we should utilize it, even in the short run, elsewhere. That's the only way to avoid losing an opportunity to pay our people the maximum we are allowed by Congress. As I have mentioned, I also happen to believe that in the next few years we could use extra people in the perhaps GS-12 to -15 bracket to gain experience as rapidly as possible in those grades before being moved up into the continuing vacuum that will exist in the SIS area.

3. Thanks.

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